



AIRMEN'S PERSPECTIVE

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Objective

- To show the good, bad and ugly points of views from 4B0X1 airmen
- To present airmen's proposed solutions



The Good

- Many enjoy being a Bio Apprentice and Journeyman
- Good ratio of manual/hands on ops
 - Fun at times



The Good

- ❑ BE skills marketable
 - Rewarding post-military career ops
 - \$\$ awaiting
 - Easy transition from mil to civ
 - Emergency Response Team



The Good

- World's Greatest Air Force
 - Awesome experience
 - Highly Operational
 - Interesting
 - New places and faces
 - Most **WANT** to deploy

The Good

- Flexible schedule opportunities
 - Medical vs. line ops
 - Bandaids/pills vs. airplanes and bullets?
 - Best of both worlds
 - We get to eat our lunch - mostly
 - Normal hours/normal shifts – mostly
- Contract support – much appreciated

The Bad

- Technical school education & training
 - Ill prepared to perform at base level
 - SAM curriculum unrealistically based
 - Who's accountable and responsible for fixes?
 - Placing blame on SAM vs. base levels' lack of completed skills surveys
 - Just fix it!

The Bad

- Neglected AORs = Neglected Airmen
 - Broken programs
 - Long time problems requiring “immediate” priority
 - Lack of direction
 - Lack of resources
 - Training
 - Oversight/overarching support

The Bad

- Manning levels < task assignments
- Last minute and “quality” taskers
 - Jumping through hoops for no value added
 - Remember there is a human at the end of each task
- Key position holders lack leadership
 - Basic military education - are you a “yes” man/woman, out for yourself and your career at the expense of your troops’ welfare & AF?

The Ugly

- Up Grade Training
 - Different base/different rules apply
 - Concurrent enrollment, deadlines, “task certification”, equipment certification
 - Outdated tactics/techniques vs. Chemist based equipment
 - Denied Basic AF Benefits based on poor UGT Management (ie. Eliminating Full TA benefits during UGT)
 - Multimedia CDC's lack information
 - Old paper copies heavily relied upon
 - New trainees want hard copies vs. solely multimedia version
 - Who is the customer?



The Ugly

- Lack of action on suggestions
 - Discouragement
 - Not enough technically experienced leaders
- Command Core
 - Chasing Tails
 - Can't get over the past...



The Ugly

❑ Frustration

- Overwhelmed by lack of leadership/management
- Imbalance of tasks assignments
- Under-trained to perform what is asked
- Hung out there...



The Ugly

- Paperwork Stinks
 - Paperless society = Command Core
- In garrison vs. deployed theory
 - Laughable in reality
 - Extended duty days for mandatory PT
- “Know your job. Do your Job.”
 - Doesn’t apply to Airman only

The Ugly

- No incentive = No Reenlistment
 - SRB termination
 - Competing with civilian sector \$\$
 - Living proof...future in store
 - Multi hatted superiors; “it only gets worse..”
 - Step back and take a look
 - More work less personal time
 - We want a life too!

Proposed Solutions

- Focus attention and leadership emphasis on basic needs
 - Air Force is awesome; bio is a profession
 - Don't just talk core values; live by them; "walk the walk"—we look up to you
 - Continued value added technical education
 - Online courses are great but not as an extended duty day task
 - High speed multi media courses vs. hard copy manuals
 - We can read in the bathroom, in the tub, on the stationary bikes etc....
 - Professional Military Education
 - Lead by example—often the best type of PME
 - Fire non-performers; reward genuine over-achievers
 - Stand up for your people executing your desires
 - Better experience builders—deployments
 - Value added business techniques, more contractor provided training

Proposed Solutions

- Remember bio is interesting and make it fun—less paperwork and redundancy
- Reinstitute the SRB
- AFIT for enlisted
- More information cross-feed
 - Coffee shop
 - Standardize business practices across the AF
 - More user friendly and accessible web site
- Let Airmen determine fills for “key positions”
 - Act on our suggestions, concerns, and frustrations
 - Register to vote now for next BE CFM, and MAJCOM BEE etc..



Conclusion

- Few 4BOX1Airmen's Perspective
 - Good
 - Bad
 - Ugly

Conclusion

□ 4BOX1

Retention Goals

- May be good today!
- What about tomorrow?

**AFMS Retention Rates
(as of Aug 04)**

AFSC	1 st Term	2 nd Term	Career
4BO	67.1 %	60.0%	86%
4EO	71.9 %	76.6%	98.8%

**Items highlighted in RED are below the AF
Retention goals:**

1st Term 55%, 2nd Term 75% and Career 95%

THANK YOU!

- QUESTIONS
- COMMENTS
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